

University of California, San Francisco
Diversity in Fellowship Selection Rubric

Academic and Clinical Record

1	Superstar with demonstrated accomplishments in academic and clinical performance. Evidence might include top 5% or better in LORs, several awards and honors, and/or an advanced degree. There should be NO concerning comments in any LORs, including Program Director letter and Medical School Performance Evaluation. Candidates at this level also often have attended highly competitive medical school and residency programs, and may have been selected as Chief Residents.
2	Excellent academic accomplishment and clinical performance. Consistently strong LORs, often “top 15%” or better, some awards and honors received, may also have another advanced degree.
3	No academic concerns, passing board scores, generally positive LORs without any red flags.
4	There are potential concerns about academic or clinical performance, including non-passing board scores, weak letters or concerning comments in LORs or MSPE, history of academic probation, disciplinary reviews, or unprofessional conduct.
5	There are clear concerns based on the above criteria.

Contributions to Diversity

1	Demonstrated accomplishment in health disparities, social justice, or similar work with plans to continue related work in fellowship, <i>and</i> from a group under-represented in medicine (URM) or other background that contributes significantly to diversity in the program (such as from a specialty outside of internal/family medicine or other significant career or life experience outside of medicine) <i>and</i> exceptional distance traveled (obstacles/hardships overcome to reach current level of training).
2	URM or other background that contributes significantly to diversity in the program (as above) and either notable distance traveled or prior work with demonstrated accomplishment in social justice or healthcare disparities.
3	Not URM or other background that contributes significantly to diversity in the program, but with notable distance traveled and/or prior work with demonstrated accomplishment in social justice, healthcare disparities.
4	No contributions to diversity, no stated interests in health/healthcare disparities, no distance traveled, but general acknowledgement of the importance of social justice, diversity, equity and inclusion in the application of during the interview.
5	No contributions to diversity, no stated interests in health/healthcare disparities, no distance traveled, no acknowledgement of the importance of

	social justice, diversity, equity and inclusion in the application or during the interview.
--	---

Scholarship

1	Multiple first-authored, original research contributions, or limited number in elite journals (Journal of Palliative Medicine, Journal of Pain and Symptom Management, etc.). Superb letters on research potential and no concerns in any letters regarding research career. Clearly stated and specific interest in academic career.
2	At least one first-authored, original research paper related to palliative care and/or at least one oral presentation at a regional or national meeting. Strong letters of support from research mentor(s). Clearly stated interest in academic career.
3	At least one contributing author original palliative care research publication (including abstracts) or a combination of multiple abstracts, publications or poster presentations. Strong letters of support from research mentor(s) describing outstanding academic potential and stated interest in academic career.
4	No original research publications, but at least one poster presentation and/or scholarly project involvement in CV and stated interest in academic medicine.
5	No scholarly involvement or publications. Unclear interest in academic medicine/research.

Leadership

1	Multiple significant leadership activities throughout the course of medical school and residency with comments on leadership qualities and potential in letters of recommendation. Leadership activities can be broadly defined, and may include establishing a new group/curriculum/initiative to address an unmet need, holding elected positions in committee/group, chief residency and/or leadership awards. Candidates may have specific leadership training via advanced degrees or other leadership development activities and stated interest in leadership in the field in application and/or interview.
2	Multiple leadership activities that may be smaller in scope demonstrated throughout training and stated interest in leadership in the field in application and/or interview.
3	Few leadership activities, though with stated interest in leadership in the field in application and/or interview.
4	Few or no specific leadership activities, but with demonstrated interest in leadership in the field and/or comments in LORs about leadership potential.
5	No demonstrated leadership experience or stated interest in leadership in application and/or interview.

IDT collaboration

1	Application includes letters of recommendation from at least one person whose profession is nursing, social work or spiritual care/chaplaincy, with strong endorsement and multiple activities involving IDT throughout medical school, residency or prior work experience.
2	Multiple experiences involving an IDT during training or in prior work experiences and endorsement of positive IDT collaboration in letters of recommends.
3	At least once experience involving an IDT during training or prior work experience and with stated interest in working with IDT in application and/or interview.
4	No experiences involving an IDT and but stated interest in working with IDT in application and/or interview.
5	No experiences involving an IDT and no stated interest in working with IDT in application and/or interview.

